



**CITY OF LODI
COUNCIL COMMUNICATION**

AGENDA TITLE: Adopt Resolution approving Cost of Living Increases for Confidential Employees.

MEETING DATE: Wednesday, July 7, 2004

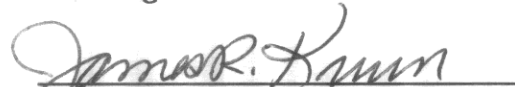
RECOMMENDED ACTION: That the City Council approve cost of living increases for confidential employees.

BACKGROUND INFORMATION: The City of Lodi endeavors to compensate employees in a manner that allows us to recruit – and retain – a talented and proficient workforce. Recently the City completed negotiations with the General Services bargaining unit. Confidential-designated employees' salaries are aligned to this bargaining unit, and have received the same cost of living increases as General Services in the past. In order to maintain their salary alignments with General Service employees, it is important that they receive the same cost of living increases. Therefore, it is requested that Council approve the following cost of living increases through 2005 for confidential employees (Administrative Clerk – Conf., Administrative Secretary – Conf., Deputy City Clerk, Human Resources Technician, Legal Secretary and Secretary to the City Manager):

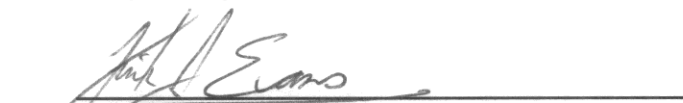
Effective Date	COLA
Pay period in which July 1, 2004 falls.	CPI-W Index minimum of 2% maximum of 4%. Calculated using the April 2004 average that is issued by the Department of Labor.
Pay period in which July 1, 2005 falls.	CPI-W Index minimum of 2% maximum of 4%. Calculated using the April 2005 average that is issued by the Department of Labor.

FUNDING: \$6,337 – FY 04-05
\$6,463 (approx.) FY 05-06

Funding is available:


James Krueger, Finance Director

Respectfully submitted,


Kirk J. Evans, Risk Manager

APPROVED: 
H. Dixon Flynn, City Manager

RESOLUTION NO. 2004-139

A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING COST OF LIVING INCREASES FOR
CONFIDENTIAL-DESIGNATED EMPLOYEES

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WHEREAS, the City recently completed negotiations with the General Services bargaining unit. Confidential-designated employees' salaries are aligned to this bargaining unit and have received the same cost of living increases as General Services in the past; and

WHEREAS, in order to maintain their salary alignments with General Service employees, it is important that they receive the same cost of living increases; and

WHEREAS, it is recommended that Council approve the following cost of living increases through 2005 for Confidential-designated employees (Administrative Clerk – Confidential; Administrative Secretary – Confidential; Deputy City Clerk; Human Resources Technician; Legal Secretary; and Secretary to the City Manager):

Effective Date	COLA
Pay period in which July 1, 2004 falls.	CPI-W Index minimum of 2% maximum of 4%. Calculated using the April 2004 average that is issued by the Department of Labor.
Pay period in which July 1, 2005 falls.	CPI-W Index minimum of 2% maximum of 4%. Calculated using the April 2005 average that is issued by the Department of Labor.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Lodi does hereby approve the above cost of living increases for Confidential-designated employees through 2005 (effective 1) the pay period in which July 1, 2004, falls and 2) the pay period in which July 1, 2005, falls).

Dated: July 7, 2004

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I hereby certify that Resolution No. 2004-139 was passed and adopted by the City Council of the City of Lodi in a regular meeting held July 7, 2004, by the following vote:

AYES: COUNCIL MEMBERS – Beckman, Howard, Land, and Mayor Hansen

NOES: COUNCIL MEMBERS – None

ABSENT: COUNCIL MEMBERS – Hitchcock

ABSTAIN: COUNCIL MEMBERS – None



SUSAN J. BLACKSTON
City Clerk